

EXHIBIT

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From: Nathan Secker
Sent: Thursday, September 9, 2021 4:06 PM
To: Erin McWilliams <emcwilli@epic.com>
Subject: RE: Few more questions

Checking in here to see if anything is needed to answer these questions or if I should be asking someone else

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From: Nathan Secker
Sent: Wednesday, September 8, 2021 9:52 AM
To: Erin McWilliams <emcwilli@epic.com>
Subject: Few more questions

Hey Erin,

I have a few more questions regarding my upcoming termination:

1. Is this considered Epic ending my employment (fired) or me quitting?
2. Which of the following would it be considered “undue burden” for me to supplement the vaccine with, knowing I have positive antibodies and my sincerely-held religious beliefs do not allow for me to be vaccinated:
 - a. Testing weekly for Coronavirus
 - b. Working from home
 - c. Wearing a mask while in public spaces on campus for an indefinite time frame that Epic decides
 - d. Testing within 3 days of travel and every 3 days while traveling
 - e. Transitioning roles to one that does not travel
3. Which of the options from question 2 have been offered to me, or Epic is willing to allow me to supplement the vaccine with?
4. Does Epic System recognize that I have sincerely-held religious beliefs that do not allow for me to be vaccinated?
5. Judging by the RedBook, I am not guaranteed to get my vacation time paid-out. Can you confirm if mine will be?

Resignation/termination of employment

You may not take time off after giving notice of resignation except as described in “Resignation and Termination”

Thanks!

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